

Probation Monthly Updates Response to Board Directives and Human Resources Status



Guillermo Viera-Rosa, Chief Probation Officer
June 17, 2025



Chief Viera-Rosa

Introductory Remarks and Overview



BOS Directive (June 3, 2025)

Pine Grove: Increase the number of youth referred and transferred

*Corresponds with Court order of
May 16, 2025

- Los Padrinos (Pre-Disposition)

- 59 total youth
- 36 potential candidates (age, medical)
- 14 meet preliminary screening*

- Barry J. Nidorf SYTF Youth

- 99 total youth
- 53 are potential candidates (age, charge)
- 15 have expressed interest*

*Caseworkers are actively reviewing case files and behavior records to ensure timely and appropriate referrals based on Pine Grove's eligibility criteria.



BOS Directive (June 3, 2025)

Family Visitation*: Facilitate transportation and assistance for family visitation to Campus Kilpatrick

*Corresponds with Court order of
May 16, 2025

- Framework for a CVK Visitation Assistance Program
 - Actual transportation (drivers and vehicles)
 - Convenient pick-up locations, and
 - A scheduling/dispatch system
- Probation Resources
 - Contract for transportation service providers who will be responsible for vehicles and drivers
 - Use of Probation field offices to serve as regional pick-up locations, and
 - Develop a scheduling/dispatch system



BOS Directive (June 3, 2025)

Family Visitation*: Facilitate transportation and assistance for family visitation to Campus Kilpatrick (cont'd)

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May 16, 2025

- Partner Resources (DYD and JCOD)
 - Will engage their CBO's interest and capabilities to provide transportation and/or serve as a pick-up location.
 - These partnerships also have the potential benefit of CBOs offering families with support services.
- Department of Mental Health
 - Not the traditional "family visitation"
 - Existing family transportation service for in-person engagement during Family Therapy sessions, Multi-Disciplinary Team meetings, Individualized Education Program meetings, and Juvenile Justice Transitional Operational Treatment Services meetings
 - Virtual family therapy when parents/guardians are not able to attend in-person



BOS Directive (June 3, 2025)

Family Visitation*: Facilitate transportation and assistance for family visitation to Campus Kilpatrick (cont'd)

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- Virtual Visitation

- Parents/guardians may continue to face other challenges, such as the significant travel time from parts of the county to Malibu
- As a supplement to in-person visitation, the Department is conducting a feasibility assessment for virtual visitation through secure connections from Campus Kilpatrick to visitation rooms at Probation field offices and/or CBO offices.



BOS Directive (June 3, 2025)

CBO Service Continuity: Assess impact to CBO services

- CBO Engagement
 - CBO townhall meeting (June 4, 2025) with 110 attendees – presentation and Q&A on services, backgrounds, and contracts
 - Survey of CBOs of their services (continuation, expansion, termination)
 - Regularly scheduled weekly meetings with CBOs, including DYD and Arts & Culture leadership (primary contract departments)
 - Contractor FAQ is being developed for distribution to CBO's and service providers and posting on the Department's website.



BOS Directive (June 3, 2025)

Pregnant Youth: Status and Location

- Background
 - 66 pregnant youth (2020 through 2024)
 - 32-day average length of stay
- Policy
 - JCHS is primary care provider
 - Mult-Disciplinary Team meetings provide ongoing support services
 - Special dietary menu is provided
 - Post-partum care includes medication, undergarments, lactation support, and baby bonding
- Current Pregnant Youth Population
 - 1 pregnant youth at Dorothy Kirby Center (post-disposition). Projected release date is prior to delivery date.



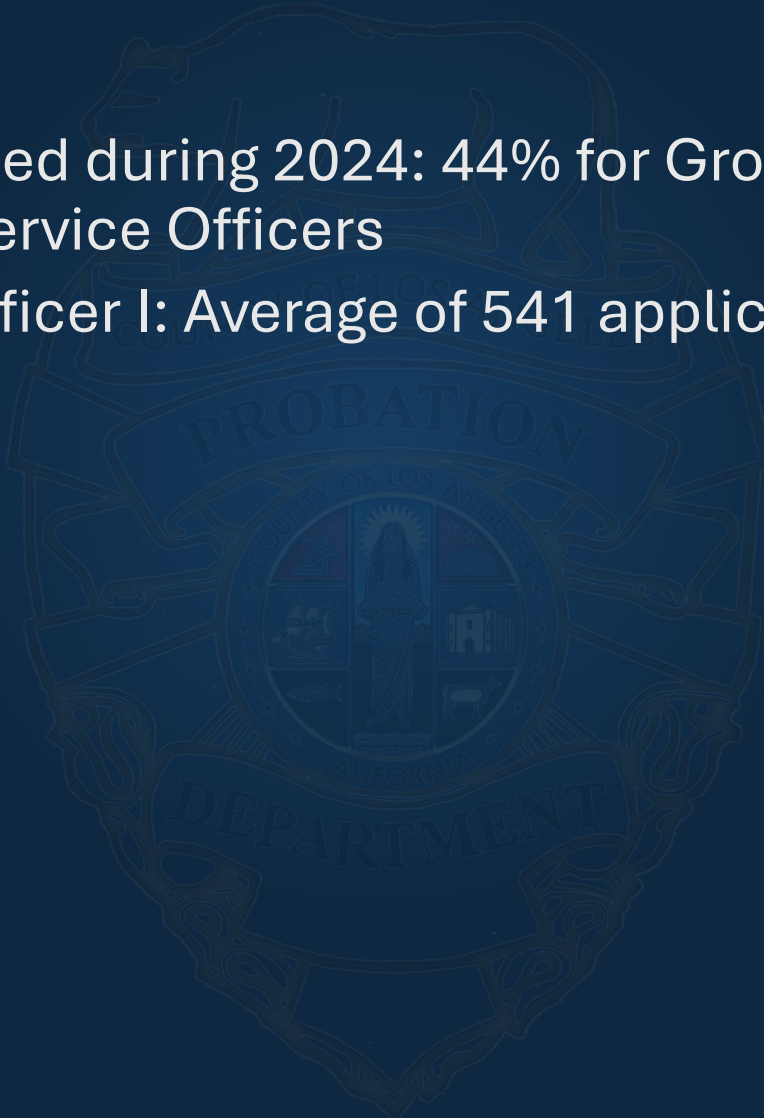
Human Resource Update: Recruitment

- Outreach
 - Social Media Ads – Facebook, Instagram, YouTube, Google Ads
 - Billboards (physical and digital)
 - College kiosks and bus shelter ads
 - Dodgers/Rams Yearbook
 - Indeed Job Board posting/Funding and Smart Sourcing
 - Geofencing for in-person events
 - Development of two landing pages (public and military)
 - Virtual Career Fairs (quarterly)
- Events (community college and universities, community, military, and veteran's events)
 - Recruitment team attended 150+ career events during 2023 and 2024
 - 66 events have been scheduled for 2025



Human Resource Update: Recruitment

- Results
 - Applications increased during 2024: 44% for Group Supervisor Nights and 30% for Detention Service Officers
 - Deputy Probation Officer I: Average of 541 applications per month





Human Resource Update: Exams

- Reduced the processing time from application to promulgation to a total of 60 days
- Schedule remote/online written exam within 4 weeks of application received
- Implemented virtual interviews to expedite and accommodate candidate's work/personal schedule (evenings/weekends)
- DPO I exams (November 18, 2024 to present)

Applications received	3,346
Candidates tested for written	1,640
Promulgated/placed on eligible list	1,349
Candidates scheduled for interview	1,041



Human Resource Update: Background Check

- Backgrounds Unit (DHR partnership)
 - Reduced Peace Officer background clearance from approx. 120-150 days down to 80 days (including poly/med/psych)
 - Compared to:
 - 90 days at CDCR
 - 180 days at Los Angeles County Sheriff's Department
 - 180 days at LAPD
 - 90-180 days at Orange County Probation Department
 - 120-180 days at Riverside County
- Improved Candidate Engagement
 - Live scan and interviews on Saturdays
 - Virtual background interviews during evenings and weekends
 - Follow-up phone calls/emails to reschedule candidates



Sworn Recruitment

Staffing Updates

DPO II, Field to RTSB

- 52 staff have transferred from Field to RTSB. 25 additional staff who requested transfer are under review.

DPO II, T&C (9/5/24-6/10/25):

- 167 applications have been accepted; 26% acceptance rate, including 11 pending review. Two DPO II, T&C have been hired.

Safety and Security Specialist (SSS):

- 292 applications have been accepted; 20% acceptance rate, including 9 pending review. 59 SSS have been hired as of 6/10/25.



Mutual Aid Request

Status Update

MOA: Probation - Local Law Enforcement

- MOA between Probation and the Los Angeles County Police Chief's Association (LACPCA) and the City of Pomona. Effective from July 1, 2025, through June 30, 2026.
- LACPCA will facilitate local law enforcement agency's (LEA) assistance to supervise high-risk probationers. e.g., gang-related, domestic violence, sexual assault offenses. Each LEA has discretion to participate. Participants are eligible for cost reimbursement.
- The City of Pomona will be the fiscal administrator to process LEA reimbursement requests. Probation is providing funding of up to \$1.0 million.



Probation Monthly Updates

?? QUESTIONS ??